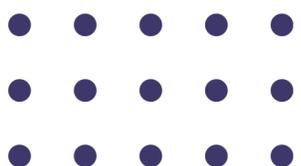
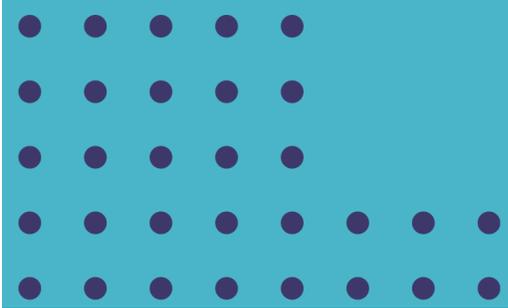
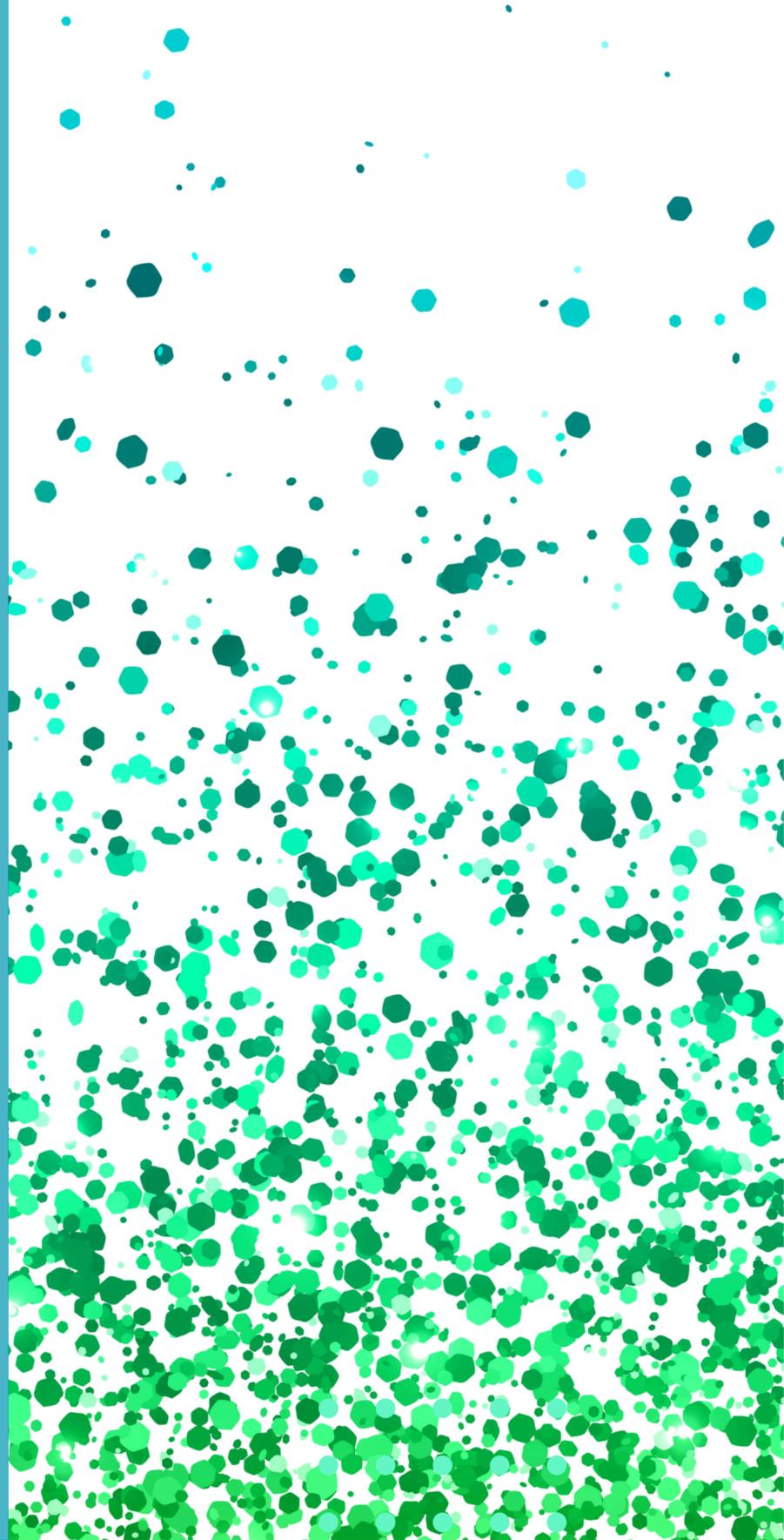
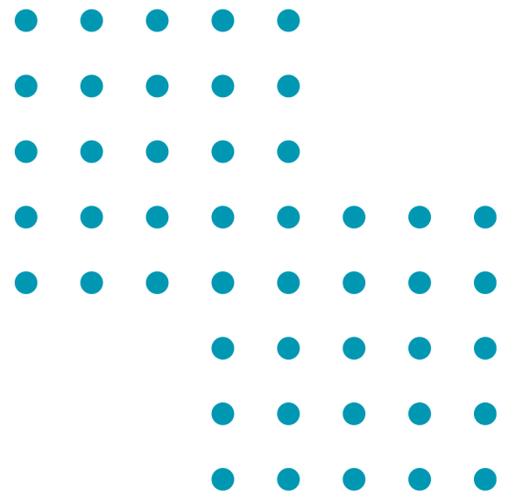


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# BEING THE CHANGE

Becoming the leaders  
we're waiting for

Published  
March 2025



**Setting an example is not the main means of  
influencing others; it is the only means.**

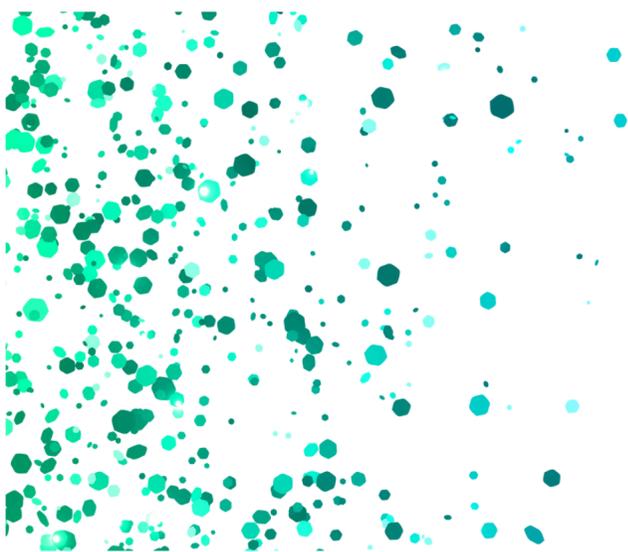
Albert Einstein

# BEING THE CHANGE

**Leadership is innate in each of us.** We all make decisions, work within budgets, and hope for better tomorrows alongside our loved ones, neighbors, and friends. That's the heart of personal leadership-- when each one of us realizes *“holy molly, it's up to me to make my life better!”* and that right there is what changes the world.

Real change begins when individuals take full responsibility for the intention, energy, and behaviors they bring to society. Civility, compassion, and courage, among countless human values all begin on the inside. If they were not modeled for us, we must learn them for ourselves.

This simple guide is a call to action to all Americans who love their beautiful country and who love themselves enough-- to put down their own weapons and turn away from the mass confusion of the outside and turn inward towards the heart of God in them.



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[solarapublishing@gmail.com](mailto:solarapublishing@gmail.com)

# HOW TO “BE” THE CHANGE

Change doesn't come from grand speeches, fancy marketing, or perfect plans. It comes from caring. Change is about listening, learning, unlearning, and showing up. It starts in the way we care for ourselves and our loved ones, the way we speak to them, the way we inquire and encourage them to listen to their spirit, and in the way we hold space for truth to emerge.

**Our world has been shaped by those with the loudest voices and hardest minds.**

**Our world is changed by those who dare to listen to their own heartbeat and song.**

As we've heard so many times: the world doesn't need more successful people or millionaires in democratic governance -- it needs you—aware and willing to follow your heartbeat and love.

## WHERE CAN YOU START?

- Educate yourself on the history of leadership and the old vs. modern models
- Educate yourself on history, power, and economics-- understand the implications for you today
- Educate yourself on *your* history and diversity - you can't appreciate other humans until you've made peace with all aspects of you
- Because we're in an obvious crisis/crossroads in North America, consider electing wise state and local leaders-- not fancy marketers or loud talkers--- in other words, those with the intelligence, maturity, and capacity to actually lead society at-large
- Hold leaders accountable - when they err, communicate compassionately and directly
- Bolster your media literacy skills and consume news and information critically
- Normalize non-violent communication (NVC)
- Normalize kindness in the domains you engage in/with
- Practice self-awareness -- notice your body, breathe, trust your gut
- Change your mind when presented with new/better information
- Encourage constructive conflict resolution
- Respect different lived experiences (e.g. race, faith, culture, lifestyle)
- Set and respect the boundaries of others (civility, civility, civility)
- Look for the people in your community (or region) who are the healers, the farmers, craftsmen, plumbers, the builders, the homemakers, the caregivers, the small business owners, the small or public banks, or small credit unions. In other words, those who have a **servant leadership\*** mindset -- as they are invested in community outcomes. These kind leaders are everywhere. **If you are reading this, you are probably one.**

# UNDERSTANDING LEADERSHIP HISTORY

## PATRIARCHAL NORMS & THE TRADITIONAL POWER STRUCTURE

**It's important to understand what got us here, so that we can place some light on this collective human shadow.**

Patriarchal leadership refers to a leadership style where authority, decision-making, and control are predominantly held by male figures, or those in positions of power who embody traditionally masculine traits and who demand loyalty and respect without giving it in return.

This style tends to focus on hierarchy, control, and centralization of power. In a patriarchal leadership system:

- **Decision-making is top-down**, with leaders making most or all key decisions without input from subordinates.
- **Communication is often one-way**, with instructions flowing from the top to the bottom, and limited space for feedback or open dialogue.
- **Power dynamics are strictly hierarchical**, where leaders hold most of the power and authority, and subordinates have limited autonomy or influence.
- **Leadership qualities often emphasize traits like authority, assertiveness, and control**, which can sometimes overlook the importance of empathy or collaboration.
- **Culture can lean toward traditional, rigid roles** that define leadership and work according to specific gendered expectations.

# PATRIARCHAL VS. MODERN LEADERSHIP

While patriarchal leadership has a long history throughout society and in the United States, it is rapidly de-evolving and becoming more toxic as it tries to “hold on”. Collective, not just in the US, we’re at a precipice in human history and evolution. Human beings and technologies are evolving rapidly. Citizens, not just in America, but around the world simply know more than they did 5, 10, or 50 years ago. We’re also recalling parts of history that have been hidden or suppressed.

In contrast, modern leadership places greater emphasis on shared knowledge, shared success, emotional well-being, and creating cultures that support both professional and personal growth. It is not “**power-over**”, but “**power with**”. As such, organizations and institutions that embrace inclusive, collaborative, and people-oriented leadership are better positioned to thrive in the modern era and world.

**NOTE: For educational and comparative purposes only. Leadership exists on a spectrum and historical context matters. However, we can identify patterns of leadership that either upheld or challenged traditional power structures.**

**Search query: 3/1/25-- Please list 10 US presidents who led in a toxic or patriarchal manner.**

- Andrew Jackson – Known for his aggressive, authoritarian leadership style and forced Native American removal (Trail of Tears).
- James Buchanan – Enabled the expansion of slavery and failed to prevent the Civil War.
- Woodrow Wilson – Openly racist, opposed women's suffrage, and segregated the federal workforce.
- Warren G. Harding – Allowed corruption and cronyism to flourish under his administration.
- Richard Nixon – Paranoid, manipulative, and engaged in unethical political tactics (Watergate scandal).
- Ronald Reagan – Dismissed the AIDS crisis, enforced harmful economic policies (Reaganomics) that widened inequality.
- George W. Bush – Led the U.S. into the Iraq War under false pretenses, worsening global instability.
- Donald Trump – Openly misogynistic, divisive, used fear-mongering and disinformation to solidify power.
- Andrew Johnson – Undermined Reconstruction efforts, emboldened white supremacy post-Civil War.
- Calvin Coolidge – Took a passive stance as inequality and corporate control surged.

**Search query: 3/1/25-- Please list 10 US presidents who led in an inclusive or emotionally intelligent manner.**

- Abraham Lincoln – Led with compassion, worked to end slavery, and sought national unity.
- Franklin D. Roosevelt – Guided the country through the Great Depression with a people-first approach (New Deal).
- John F. Kennedy – Advocated for civil rights, inspired a vision of progress and unity.
- Lyndon B. Johnson – Championed civil rights and social welfare programs (despite flaws in foreign policy).
- Jimmy Carter – Governed with moral integrity, focused on diplomacy and human rights.
- Barack Obama – Promoted inclusivity, emotional intelligence, and social progress. (despite flaws in foreign policy)
- Joe Biden – Prioritizes empathy, diversity, and healing political divides. (despite flaws in foreign policy)
- Theodore Roosevelt – Pushed for labor rights, environmental conservation, and progressive reforms.
- Dwight D. Eisenhower – Warned against unchecked power, worked toward stability and integration.
- **Future Leaders?** – The next truly emotionally intelligent leader may yet emerge—perhaps one who prioritizes community healing, intersectionality, and sustainable change.

# THE OLDEST LEADERSHIP PLAYBOOK

## **Blame-shifting & scapegoating**

- Redirecting responsibility for failures onto others—subordinates, opponents, the media, minorities, or external forces.
- Example: When a crisis occurs, the leader blames immigrants, the opposition party, or foreign governments instead of taking responsibility.

## **Censorship & suppression of dissent**

- Silencing critics, journalists, and whistleblowers who expose corruption or incompetence.
- Example: Jailing journalists, banning media outlets, or labeling all criticism as “fake news” or treason.

## **Fear-mongering & divisive rhetoric**

- Creating a climate of fear by exaggerating threats (real or imagined) to justify extreme measures.
- Example: Claiming that the country is under attack to erode civil liberties or increase executive power.

## **Gaslighting the public**

- Denying facts, rewriting history, or contradicting previous statements to confuse the population.
- Example: Saying one thing on record, then denying it ever happened when confronted with evidence.

## **Cult of personality & narcissism**

- Elevating themselves as a larger-than-life figure while undermining institutions and collective governance.
- Example: Demanding excessive displays of loyalty, changing laws to extend their rule, or rewriting history to make themselves look heroic.

## **Favoritism & corruption**

- Rewarding personal allies and cronies while suppressing or sabotaging opponents.
- Example: Granting government contracts, high positions, or immunity from prosecution to loyalists while targeting political enemies.

# THE OLDEST LEADERSHIP PLAYBOOK

## **Weaponizing the legal system**

- Using courts, law enforcement, or tax agencies to punish political opponents and critics.
- Example: Launching bogus investigations or imprisoning opposition leaders under fabricated charges.

## **Distraction through manufactured crises**

- Creating or exaggerating conflicts to divert attention from internal failures.
- Example: Declaring a sudden military conflict or national emergency to shift focus away from economic collapse or scandals.

## **Polarization & “Us vs. Them” tactics**

- Pitting groups against each other to maintain power and prevent unity.
- Example: Encouraging ethnic, religious, or ideological divisions to rally their base while demonizing the opposition.

## **Attacking democratic institutions**

- Weakening checks and balances by undermining courts, legislatures, and free elections.
- Example: Stacking the courts with loyalists, rigging elections, or attempting to dissolve legislative bodies that challenge their authority.

When we notice these behaviors (masks) in ourselves or others, it's important to practice radical compassion and also look deeper and consider the reasons why someone may be behaving in limited, one-sided, or forceful ways. Four common reasons are:

- social conditioning (fear of not measuring up)
- seeking love/affection (fear of not being enough)
- seeking power (fear of lack of control)
- unresolved grief (they are in pain)



# THE DIFFERENCE BETWEEN A NEGOTIATION AND ABUSE



## **Intention**

Negotiation: Aims for mutual benefit and resolution.

Abuse: Aims to dominate, control, or harm the other person.



## **Respect**

Negotiation: Respects both parties' perspectives and needs.

Abuse: Disregards or belittles the other person's thoughts and feelings.



## **Communication style**

Negotiation: Uses clear, logical, and constructive dialogue.

Abuse: Uses insults, gaslighting, yelling, or manipulation.



## **Emotional impact**

Negotiation: Encourages collaboration, confidence, and problem-solving.

Abuse: Creates fear, anxiety, self-doubt, or distress.



## **Power dynamics**

Negotiation: Maintains balanced power dynamics.

Abuse: Seeks to establish dominance over the other person.



## **Flexibility vs. rigidity**

Negotiation: Open to compromise and adjustments.

Abuse: Rigid, demanding, and unwilling to consider alternatives.



## **Use of threats**

Negotiation: Seeks solutions through reason, not coercion.

Abuse: Uses threats, intimidation, or ultimatums to force compliance.



## **Blame and accountability**

Negotiation: Focuses on solutions rather than assigning blame.

Abuse: Shifts blame, refuses responsibility, or scapegoats the other person.



## **Consistency in behavior**

Negotiation: Consistent in tone and approach, even in disagreements.

Abuse: Unpredictable, using emotional outbursts or silent treatment.



## **Long-term effects**

Negotiation: Builds trust, cooperation, and stronger relationships.

Abuse: Destroys trust, causes emotional wounds, and damages self-esteem.

# MODERN LEADERSHIP MODELS

The best leaders often combine multiple styles depending on their goals, environment, and the people they lead.

## **Servant Leadership**

Prioritizing the needs and growth of others, fostering a collaborative environment where the leader serves others.

## **Adaptive Leadership**

Focuses on navigating complex challenges through collaboration and building emotional resilience rather than relying on authority or technical fixes.

## **Transformational Leadership**

Inspiring and motivating followers with a clear vision, empowering them to reach their full potential.

## **Participative Leadership (Democratic)**

Involving team members in decision-making, encouraging open communication and diverse perspectives.

## **Visionary Leadership**

Articulating a compelling future vision, aligning team efforts towards achieving ambitious goals.

## **Authentic Leadership**

Leading with transparency and genuineness, being true to one's values and encouraging others to do the same.

## **Mindful leadership**

Emphasizes self-awareness, emotional intelligence, and the ability to lead with clarity in uncertain times.

## **Situational Leadership**

Adapting leadership style based on the needs of the situation and the maturity level of team members.

## **Collaborative Leadership**

Building strong relationships, fostering teamwork, and working together to achieve shared objectives.

## **Ethical Leadership**

Leading with integrity and moral values, setting a positive example for others to follow.

## **Inspirational Leadership**

Motivating and energizing followers through optimism, enthusiasm, and positive role modeling.

## **Coaching Leadership**

Providing personalized guidance and support to individuals, focusing on development and skill improvement.

# WHAT IS SERVANT LEADERSHIP?

Servant leadership is a leadership philosophy that **prioritizes the well-being, growth, and empowerment of those being led**. Instead of focusing on power and control, servant leaders serve first, lead second, fostering a culture of respect, collaboration, and long-term success. Key qualities of servant leaders include:

## 1. Humility

- Recognizing that leadership is about service, not personal status or power.
- Example: A servant leader listens more than they speak and values feedback from all levels.

## 2. Empathy

- Understanding and valuing the feelings and perspectives of others.
- Example: A CEO personally checks in with employees to understand their challenges.

## 3. Active listening

- Paying full attention to others, seeking to understand before responding.
- Example: A servant leader ensures all voices are heard before making major decisions.

## 4. Integrity & ethics

- Acting with honesty, transparency, and fairness at all times.
- Example: A government leader refuses to engage in corrupt dealings, even under pressure.

## 5. Stewardship

- Taking responsibility for the resources, people, and mission entrusted to them.
- Example: A business leader ensures their company operates sustainably for future generations.

# WHAT IS SERVANT LEADERSHIP?

## 6. Self-awareness

- Continuously reflecting on their strengths, weaknesses, and impact on others.
- Example: A leader acknowledges when they make mistakes and actively seeks growth.

## 7. Commitment to growth & development

- Helping others reach their full potential by providing opportunities for learning.
- Example: A manager invests in employee training and mentorship programs.

## 8. Persuasion over authority

- Encouraging people to align with a vision through inspiration rather than coercion.
- Example: A leader unites people behind a cause by appealing to shared values.

## 9. Building community

- Fostering a sense of belonging, teamwork, and shared purpose.
- Example: A school principal ensures students, teachers, and parents feel like valued members of the school.

## 10. Foresight & long-Term thinking

- Anticipating future challenges and making ethical, sustainable decisions.
- Example: A leader invests in education and infrastructure, knowing it will benefit future generations.

# EXCELLENCE IN MODERN LEADERSHIP

## EMOTIONAL INTELLIGENCE (EI/EQ)

Emotional intelligence is a critical leadership skill. Among other benefits, it enhances a leader's ability to connect with others, make sound decisions, manage stress, and fosters a positive, productive work environment.

### **1. Building stronger relationships**

Emotional intelligence enables leaders to understand and manage their own emotions as well as the emotions of others. This leads to stronger interpersonal relationships within teams.

### **2. Effective communication**

Leaders with EI are better at listening actively, being receptive to feedback, and conveying their ideas clearly and empathetically. Good communication is key to avoiding misunderstandings, managing conflict, and ensuring that team members feel heard and valued.

### **3. Conflict resolution**

Leaders with emotional intelligence are skilled at mediating disputes, de-escalating tensions, and finding mutually agreeable solutions. Instead of relying on authority or rigid solutions, emotionally intelligent leaders can approach conflicts with empathy and creativity, helping all parties feel understood and respected.

### **4. Decision-making under pressure**

EI helps leaders make calm, rational decisions, even in stressful situations. By managing their own emotional reactions, leaders can avoid impulsive or reactionary decisions and focus on long-term outcomes. Leaders with high emotional intelligence can balance logical reasoning with empathy when making decisions that affect their teams, which is critical for ensuring that decisions are not only strategic but also considerate of people's needs.

# EXCELLENCE IN MODERN LEADERSHIP

*(continued)*

## **5. Motivation and inspiration**

Emotionally intelligent leaders can effectively motivate their teams by recognizing what drives each individual, acknowledging achievements, and providing constructive feedback. These leaders inspire confidence and a sense of purpose, which enhances employee morale and productivity.

## **6. Adaptability and resilience**

Emotional intelligence supports a leader's ability to adapt to changing environments and bounce back from setbacks. In today's rapidly changing business world, the ability to stay flexible, maintain emotional stability, and encourage others through uncertainty is crucial.

## **7. Fostering inclusion**

Leaders with high EI are more aware of their own biases and can create a workplace that values diverse perspectives. By demonstrating empathy and understanding, these leaders help foster an inclusive culture where all team members feel respected and supported, leading to better decision-making and innovation.

## **8. Employee engagement and retention**

A leader's emotional intelligence can help prevent burnout by creating a work environment that promotes well-being, balance, and recognition. When leaders show empathy and emotional understanding, employees are more likely to feel engaged and valued. This boosts job satisfaction and reduces turnover rates.

## **9. Leadership role model**

Leaders who exhibit high emotional intelligence serve as role models for their teams. Their behavior sets the tone for the organizational culture and encourages others to develop their own emotional intelligence. This ripple effect creates a workplace culture where emotional awareness, empathy, and communication skills are valued at all levels.

# EXCELLENCE IN MODERN LEADERSHIP SYSTEMS & SPIRITUAL INTELLIGENCE

Systems intelligence and spiritual intelligence are essential for modern leadership because they help leaders navigate complexity with **wisdom, purpose, and interconnected thinking**.

- **Systems intelligence** (as explored by Fritjof Capra and Pier Luigi Luisi) is the ability to see organizations and society as living, dynamic systems where everything is interrelated. A systems-intelligent leader understands how small actions create ripple effects and makes decisions that support long-term well-being.
- **Spiritual intelligence** is the ability to lead with meaning, ethics, and a deep sense of connection. Leaders with spiritual intelligence prioritize values, purpose, and the collective good over ego-driven power.

## 7 qualities of systems intelligence in leadership (Capra & Luisi)

1. **Holistic thinking** - Seeing the bigger picture and recognizing patterns in complex situations.
2. **Interconnectedness awareness** – Understanding how decisions impact people, ecosystems, and global structures.
3. **Adaptive capacity** – Responding flexibly to change rather than resisting it.
4. **Collaborative mindset** – Encouraging teamwork, shared leadership, and co-creation.
5. **Sustainability focus** – Making choices that balance economic, social, and environmental well-being.
6. **Ethical and purpose-driven leadership** – Aligning actions with core values and the greater good.
7. **Resilience and regeneration** – Fostering systems that heal, evolve, and thrive over time rather than depleting resources.

## BEING THE CHANGE

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